

**Memorandum of Agreement
City of Newton and IAFF, Local 863
7/8/2011**

Two year contract July 1, 2009 to June 30, 2011:

7/1/2009

1. Wages

- Increase night shift differential from 7% to 8%

7/1/2010

1. Wages

- EMR Stipend increased to 2.5% as follows:

▪ Firefighter Step 1	\$45,707
▪ Firefighter Step 2	\$49,010
▪ Firefighter Step 3	\$52,577
▪ Lieutenant	\$62,011
▪ Captain	\$71,266
▪ Deputy Chief	\$81,923

Three year contract July 1, 2011 to June 30, 2014:

7/1/2011

1. Health Insurance Changes:

- 75%-25% Contribution rate for all new employees
- Mandatory mail order for all maintenance medications
- Specialist Office visits – new \$35 co-pay/visit
- Outpatient day surgery co-pay –new \$100 co-pay

- **IAC recommended health plan changes:**
 - Deductible of \$250/\$500, with an annual out of pocket max of \$1000/\$2500
 - Physician Office visits – increase of \$5 from \$15 to \$20/visit
 - Preventative care - \$0 co-pay
 - Emergency Room co-pay increase of \$50 to \$100/visit
 - 30 Day Prescription drug co-pay increase
 - Tier 1 - \$15
 - Tier 2 - \$30
 - Tier 3 - \$50

2. Longevity payments: Amend Article 27.01 with the following language:

Longevity will be converted from an annual payment to be paid on a **weekly** basis beginning July 1, 2011 at the following rates:

<u>Annual</u>	<u>Weekly</u>
10-14 years - \$650	\$12.50
15-19 years - \$750	\$14.42
20-24 years - \$1100	\$21.15
25 + years - \$1300	\$25.00

Effective July 1, 2012 at the following rates:

<u>Annual</u>	<u>Weekly</u>
10-14 years - \$650	\$12.50
15-19 years - \$800	\$15.39
20-24 years - \$1500	\$28.85
25 + years - \$2000	\$38.46

Effective July 1, 2013 at the following rates:

<u>Annual</u>	<u>Weekly</u>
10-14 years - \$650	\$12.50
15-19 years - \$800	\$15.39
20-24 years - \$2000	\$38.46
25 + years - \$2500	\$48.08

Delete Article 27.02 Exceptional Service Recognition Program, although current participants will be grandfathered until they finish the three year program but no others will be added thereafter.

3. Establish Wellness Program Committee:

Committee of six (6) to study and report to the Mayor no later than December 1, 2011. The committee is to be comprised of three (3) members appointed by the Mayor and three (3) members from the UNION.

4. Education Incentive Pay - Amend Article 25 :

(a) The Educational Incentive Program set forth in this Article shall be administered by an Educational Committee of three (3) consisting of the Chief or his designee, an appointee of the Mayor who shall serve at his will, and an appointee of the UNION.

(b) All Firefighters desiring to pursue college courses for credit and compensation shall submit a request for approval to enroll in such courses to the Education Committee before the commencement of the semester. A Firefighter's request shall include the courses which the Firefighter chooses to take and a summary of the content of such courses including the number of hours and the name of the school.

Firefighters shall be compensated for courses only if, (1) they have requested and received prior approval for enrollment in such courses from the Committee, and, (2) upon successful completion of such course or courses, have submitted a certified copy of the college transcript of the grade or grades for review and approval by the Committee. In order for a credit to be approved for compensation, the Mayor's appointee must vote in the affirmative. Only courses at accredited colleges or universities may be approved.

(c) Firefighters who receive educational incentive payments under this section, shall not be eligible for, and will not receive, educational incentive payments under any other section of this Article.

(d) Eligible Firefighters with approved Fire Science or Fire and Emergency Management degrees shall have the following educational incentive payments added into their regular weekly salaries effective July 1, 2011:

Associate's Degree	10%
Bachelor's Degree	20%
Master's Degree	25%

(e) A Firefighter who is enrolled in an approved Bachelor's Degree program will, upon completion of 60 credits toward that degree, begin to receive the Associate's degree payment of 10%. Such payment will be made upon timely receipt of a letter of verification of equivalency from the school.

(f) The payments shall not be included in the computation of an eligible Firefighter's overtime and/or detail rates unless such inclusion is required under the FLSA or the applicable regulations or rulings thereunder.

(g) Effective July 1, 2011, educational credits earned toward an eligible degree will be paid at the rate of \$35.00 per annum hourly credit until the degree is achieved from an approved school. Firefighters must be enrolled in an eligible degree program and provide proof of successful completion of such courses by submitting a certified copy of their transcript with grades. Only courses taken at approved colleges and universities shall be approved. Under no circumstance shall an employee receive benefits for any program credits for the following: life experience; courses taught by instructors lacking appropriate educational degrees;

and courses lacking appropriate concentration on academic and scholarly research.

(h) The City will grandfather firefighters who already have approved degrees into this program.

5. Bereavement Leave:

An employee shall be entitled to paid bereavement leave during absence from work for a period not exceeding ~~three (3)~~ **five (5)** days (2 days for 24 hour shift) due to the death of a parent, step-parent, husband, wife, child, step-child. Brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparent, grandchild, brother-in-law, or sister-in-law. Every absence shall be approved and certified by the Chief.

6. Wages:

- a. 1% increase on 7/1/2011
- b. Lump sum payment of \$700 upon implementation of the health insurance changes, added to base wages on 7/1/2012.
- c. A one- time payment of \$500 to current subscribers of POS individual plan, a one- time \$1000 payment to current subscribers of the POS family plan to switch to an EPO or HMO plan by August 1st, 2011 and for the duration of this agreement.
- d. All employees with a step date on any day from July 1, 2011 to December 31, 2011 will be delayed until January 1, 2012, at which time employees will receive their step and January 1st will become their new step date.
- e. Employees with step dates between January 1, 2012 and June 30, 2012 will step on their anniversary date as usual.
- f. Increase hourly private detail rate to \$45 thirty (30) days after ratification

7/1/2012

1. Health Insurance Changes:

- POS Flat rate equal to HMO rate
- Introduce a limited network plan working through IAC

2. Wages:

- 1.5 % COLA

7/1/2013

1. Wages

- 1.5 % COLA
- Effective June 30, 2014, the current salary scale will be replaced with the following:

New Step Scale	<u>Weekly</u>	<u>Annual</u>
Step 1	\$906.00	\$47,112
Step 2	\$942.00	\$48,984
Step 3	\$980.00	\$50,960
Step 4	\$1,019.00	\$52,988
Step 5	\$1,060.00	\$55,120
Step 6	\$1,102.00	\$57,304
Step 7	\$1,135.00	\$59,020
Step 8	\$1,164.00	\$60,528

Placement onto the new scale shall occur as follows:

Firefighters hired on or after June 30, 2014 shall be hired at Step 1 of the new scale and shall move from step to step in each succeeding year until they have reached the top step.

On January 1, 2015 Firefighters hired prior to July 1, 2014, who are at Steps 1 through 3 and who have a normal anniversary date between July 1st and December 31st will move to the step on the new scale that provides an increase in pay and will move to the next step on January 1st in each succeeding year until they reach the top step. Firefighters hired prior to July 1, 2014, who are at Steps 1 through 3 and who have a normal anniversary date between January 1st and June 30th will move to the next step that provides an increase in pay on their normal anniversary date between January 1, 2015 and June 30, 2015 and will move to the next step on their normal anniversary date in each succeeding year until they reach the top step.

Firefighters who have been at Step 3 for at least one year and who have 25 years or more of service as of June 30, 2014 will move to Step 6 of the new scale on July 1, 2014, and will move to the next step on July 1st of each succeeding year until they reach the top step.

Firefighters who have been at Step 3 for at least one year and who have between 15 and 25 years of service as of June 30, 2014 will move to Step 6 on October 1, 2014, and will move to the next step on October 1st of each succeeding year until they reach the top step. All other Firefighters who have been at Step 3 for at least one year as of June 30, 2014 will move to Step 6 on January

1, 2015 and will move to each succeeding step annually on January 1st of each succeeding year until they reach the top step.

Firefighters who have been at Step 3 for less than one year as of June 30, 2014 shall move to Step 6 on the anniversary of the date they moved to Step 3, or January 1, 2015, whichever is later, and shall move from step to step each year thereafter on the anniversary date of their move to Step 6 until they reach the top step.

Ranking officers shall be compensated using the following benchmarks:

On 7/1/2014 step 6 shall be the benchmark
On 7/1/2015 step 7 shall be the benchmark
On 7/1/2016 step 8 shall be the benchmark

The Lieutenants compensation shall be 121.5% of the benchmark on the dates reflected above. The Captains shall be compensated at 117% of the Lieutenants salary and the Deputy Chief shall be compensated at 117% of the Captains salary.

EMR Stipend:

1. Effective 6/30/2014 the EMR stipend will be 1.75% and payable weekly, beginning 7/1/2014.

Agreed this 8th day of July 2011, on behalf of:

The City of Newton

By: Maureen Lemieux
Maureen Lemieux, CFO

By: Marc Bryja for Tom Lopez
Tom Lopez, President

By: Dolores Hamilton
Dolores Hamilton, Director of
Human Resources

By: William [Signature]